Collective Bargaining And Wage Formation Performance And Challenges | e21010672f35e32a240b553f23c65f09

What Workers Want: Collective Bargaining and Wage Formation in Italian Industries

Collective Bargaining and Wage Formation in Italian Industries

Collective Agreements

Labor Economics

Moneyball (Movie Tie-in Edition) (Movie Tie-in Editions)

Labor Conflict and Capitalist Hegemony in Argentina

Unions and Collective Bargaining

Challenging Neighbours

Corporate Social Responsibility in the EU & Japan

Wage Formation and European Integration

Industrial Relations in Singapore

The Cambridge Handbook of U.S. Labor Law for the Twenty-First Century

European Trade Union Yearbook

Essays on Wage Formation, Employment, and Unemployment

Handbook of Research on Employee Voice

The New Structure of Labor Relations

Labour Market Studies

Wage Formation

Labour Market Institutions and Economic Transformation

In Sweden 1860-2000

Real Wage Determination and Rent-sharing in Collective Bargaining Agreements

Internal and External Forces in Sectoral Wage Formation

Current Approaches to Collective Bargaining

What Unions No Longer Do

OECD Economic Studies

Unemployment, Wages and Collective Bargaining in the European Union

Wage Inequality

Differences and Changes in Wage Structures

Why Unions Matter

The Oxford Handbook of American Sports Law

The Fundamentals of Minimum Wage Fixing

OECD Employment Outlook 2019

The Future of Work

The Philosophy of Wealth

Collective Bargaining and Wage Formation in the Global Economy

Wage Formation in Sweden

Trade Unions, Wage Formation and Macroeconomic Stability

Labor Demand and Equilibrium Wage Formation

An Introduction to U.S. Collective Bargaining and Labor Relations

Fundamentals of Business (black and white)

Negotiating Our Way Up

Collective Bargaining in a Changing World of Work

Collective Bargaining and Wages in Comparative Perspective

Industrial Relations in Singapore -- Practice and Perspective

This is a comprehensive account of the key developments in industrial relations in Singapore over the last five decades. It offers a holistic, one-stop information depository of relevant industrial relations frameworks, institutions, processes and practices, and issues from a practitioner’s perspective.

Collective bargaining involves a process of negotiation between one or more unions and an employer or employers’ organisation(s). The outcome is a collective agreement that defines terms of employment, typically wages, working hours and in-work benefits. The agreement affords labour protection: minimum wages, regular earnings; limits on working hours and predictable work schedules; safe working environments; parental leave and sick leave; and a fair share in the benefits of increased productivity. The International Labour Organization (ILO) Collective Agreements Recommendation 1951 (No. 91) considers, where appropriate and having regard to national practice, that measures should be taken to extend the application of all or some provisions of a collective agreement to all employers and workers included within the domain of the agreement. The extension of a collective agreement generally concerns the terms and conditions of employment, agreed between organised firms and workers, represented through their association(s) and union(s), to the non-organised firms within a sector, occupation or territory. The collection of chapters in this volume are about the extension of collective agreements as an act of public policy.

Collective bargaining and workers’ voice are often discussed in the past rather than in the future tense, but can they play a role in the context of a rapidly changing world of work? This report provides a comprehensive assessment of the functioning of collective bargaining systems and workers’ voice arrangements across OECD countries, and new insights on their effect on labour market performance today.

(Black & white version) Fundamentals of Business was created for Virginia Tech’s MGT 1104 Foundations of Business through a collaboration between the Pamplin College of Business and Virginia Tech Libraries. This book is freely available at: http://hdl.handle.net/10919/70961 It is licensed with a Creative Commons-NonCommercial ShareAlike 3.0 license.


Labor Conflict and Capitalist Hegemony in Argentina delves into the dynamics of labor conflict during Neoliberalism. How did workers react to market reforms and massive layoffs? This book aims at contributing to a new way of conceptualizing labor relations within Marxism.

A comprehensive graduate-level text and professional reference covering all aspects of labor economics.

Hannu Piekkola and Kenneth Snellman

ETLA, The Research Institute of the Finnish Economy, Helsinki, Finland

The Labour Institute for Economic Research, Helsinki, Finland

The Basic Issues Wages have traditionally been agreed on collectively in Europe. The articles in this volume examine the current state of collective bargaining as well as the challenges it is currently facing. The issues examined in these papers have a wide applicability to problems on the European labour markets. Torben M. Andersen and Steinar Holden review challenges from globalisation and inter-industry trade and the adaptation to a low-inflation environment. The other contributions are part of the project investigating collective bargaining in Finland, carried out by ETLA (the Research Institute of the Finnish Economy) and the Labour Institute for Economic Research. Some of them use results from a Finnish survey carried out by the two institutes ETLA and the Labour Institute on the views of employers and employees about labour relations and the labour market negotiation system. Bargaining systems are complex and their future development depends on their historical evolution, recent and past experiences, and the current situation in the labour market, as well as changes in the international environment. By examining the past functioning of the bargaining system one can observe how different elements in it have interacted with various factors in the environment of the system.

Explains how Billy Beene, the general manager of the Oakland Athletics, is using a new kind of thinking to build a successful and winning baseball team without spending enormous sums of money.

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During the past two decades, wages of skilled workers in the United States rose while those of unskilled workers fell; less-educated young men in particular have suffered unprecedented losses in real earnings. These twelve original essays explore whether this trend is unique to the United States or is part of a general growth in inequality in advanced countries. Focusing on labor market institutions and the supply and demand forces that affect wages, the papers compare patterns of earnings inequality and pay differentials in the United States, Australia, Korea, Japan, Western Europe, and the changing economies of Eastern Europe. Cross-country studies examine issues such as managerial compensation, gender differences in earnings, and the relationship of pay to regional unemployment. From this rich store of data, the contributors attribute changes in relative wages and unemployment among countries both to differences in labor market institutions and training and education systems, and to long-term shifts in supply and demand for skilled workers. These shifts are driven in part by skill-biased technological change and the growing internationalization of advanced industrial economies.

From workers’ wages to presidential elections, labor unions once exerted tremendous clout in American life. In the immediate post-World War II era, one in three workers belonged to a union. The fraction now is close to one in five, and just one in ten in the private sector. The only thing big about Big Labor today is the scope of its problems. While many studies have explained the causes of this decline, What Unions No Longer Do shows the broad repercussions of labor’s collapse for the American economy and polity. Organized labor was not just a minor player during the middle decades of the twentieth century, Jake Rosenfeld asserts. For generations it was the core institution fighting for economic and political equality in the United States. Unions leveraged their bargaining power to deliver benefits to workers while shaping cultural understandings of fairness in the workplace. What Unions No Longer Do details the consequences of labor’s decline, including poorer working conditions, less economic assimilation for immigrants, and wage stagnation among African-Americans. In short, unions are no longer instrumental in combating inequality in our economy and our politics, resulting in a sharp decline in the prospects of American workers and their families.

Challenging Neighbours provides wide coverage of the German and Dutch economies, from an institutional point of view. Pensions, competition policy, labour relations, corporate governance, and health care are among the topics for which the institutional setting and performance of Germany and the Netherlands are compared. The difficulties and successes the countries have in facing pressures from aging population, developments in technology, and global competition are traced back to their institutional roots, and lead to mutual lessons for institutional reform for German and Dutch policy makers.

This manual draws on the ILO’s comprehensive database containing the principal legal provisions and minimum wage fixing mechanisms in 100 countries. The minimum wage has had a long and turbulent history, and this study sheds light on its intricacies by providing a thorough overview of the institutions and practices in different countries. It outlines the main topics for debate concerning the effects of minimum wages on major social and economic variables such as employment, wage inequality, and poverty. The book considers the various factors that countries use for implementation, including the criteria employed to fix the minimum wage, and how they are linked to specific country objectives. It then measures the efficiency of the minimum wage, and focuses on its impact on employment as a major political issue. For the benefit of non-specialists, the validity of econometric models and their results are examined.

The book examines the ways in which collective bargaining addresses a variety of workplace concerns in the context of today’s global economy. Globalization can contribute to growth and development, but as the recent financial crisis demonstrated, it also puts employment, earnings and labour standards at risk. This book examines the role that collective bargaining plays in ensuring that workers are able to obtain a fair share of the benefits arising from participation in the global economy and in providing a measure of security against the risk to employment and wages. It focuses on a commonly neglected side of the story and demonstrates the positive contribution that collective bargaining can make to both economic and social goals. The various contributions examine how this fundamental principle and right at work is realized in different countries and how its practice can be reinforced across borders. They highlight the numerous challenges in this regard and the critically important role that governments play in rebalancing bargaining power in a global economy. The chapters are written in an accessible style and deal with practical subjects, including employment security, workplace change and productivity and working time.

The Oxford Handbook of American Sports Law takes the reader through the most important controversies and critical developments in law and U.S. sports. Over the course of 30 chapters, leading scholars explore this expanding and captivating area of law. The Handbook is the first book to gather dozens of perspectives on sports law controversies in the United States, and will be of interest to those who study and practice sports law, as well as journalists, broadcasters, and legally minded sports fans. The Oxford Handbook of American Sports Law incorporates analysis of key historical events in sports law-such as the rise of free agency in professional sports and the concept of “amateurism” for college athletes-and their broader context. Contemporary legal controversies in U.S. sports and their accompanying questions are also of central importance: In a sensible legal system, how would long-term neurological injuries from contact sports be addressed? How would the use of racially insensitive team names be resolved? How would a seemingly trivial dispute over air pressure in footballs be studied from the competing perspectives of players, teams, and leagues? The Oxford Handbook of American Sports Law weighs not just the facts, but how courts and lawmakers ought to consider the most important questions at stake. The essays in this volume also canvass the types of legal controversies in sports likely to surface in the future. This is particularly true of law and technology matters, including those related to broadcasting and streaming. Legal doctrine has been and will continue to be forced to adapt to these developments, and the Handbook both forecasts coming debates and outlines where the law may be headed.

The 2019 edition of the OECD Employment Outlook presents new evidence on changes in job stability, underemployment and the share of well-paid jobs, and discusses the policy implications of these changes with respect to how technology, globalisation, population ageing, and other megatrends are transforming the labour market in OECD countries. The report discusses how labour market regulation might be used to extend rights and protections beyond standard employees, as well as to rebalance bargaining power between employers and workers. It analyses how collective bargaining and social dialogue can be mobilised to address emerging challenges in the labour market, looking at the role of government, social partners and new forms of collective organisation. The role of adult learning is also addressed, with a particular focus on the most vulnerable groups. And finally the
This book offers an extensive survey and synthesis of the economic literature on trade unions and collective bargaining and their impact on micro- and macro-economic outcomes. The authors demonstrate the effects of collective bargaining in different country settings and time periods. A comprehensive reference, this book will be of interest to students and scholars of labor policy as well as to policy makers and anyone with an interest in the economic consequences of unionism.

Praise for the first edition: "This very valuable book reports the results of a large-scale and complex survey aimed at understanding the preferences of employees regarding workplace governance and their attitudes toward the three key institutions in the labor market: unions, government, and firms. . . . The findings are . . . sophisticated and convincing. . . . This is a terrifically useful book that contains a wealth of information."—Labor History "What Workers Want is one of the most ambitious efforts ever undertaken to determine the attitudes of employees about the American workplace. . . . An extremely important contribution to the long and often heated debates that swirl around these issues."—Ralph Nader "What Workers Want is a sharply focused study of how American workers think about workplace participation. This book is a message about workplace democracy that union leaders would do well to build into their organizing strategies."—Dissent "This is easily one of the most readable books on industrial relations matters written by academics in recent times. The authors are able simultaneously to engage the reader in an almost folksy manner, while also being quite rigorous in their presentation of data. There should be more such books."—Journal of Industrial Relations How would a typical American workplace be structured if the employees could design it? According to Richard B. Freeman, it would be run jointly by employees and supervisors, one where disputes between labor and management would be resolved through independent arbitration. Their groundbreaking book provides a comprehensive account of employees' attitudes about participation, representation, and regulation on the job. For the updated edition, the authors have added an introduction showing how recent data have confirmed and strengthened their basic argument. A new concluding chapter lays out the model of "open source unionism" that they propose for rebuilding unionism in the United States, making this updated edition essential for anyone thinking about what labor should be doing to move forward.

This thoroughly revised second edition presents up-to-date analysis from various academic streams and disciplines that illuminate our understanding of employee voice from a range of different perspectives. Exploring the previously under-represented paradigm of the organizational behaviour approach, new chapters take account of a broader conceptualization of employee voice. Written by expert contributors, this Handbook explores the meaning and impact of employee voice for various stakeholders and considers the ways in which these actors engage with voice processes such as collective bargaining, individual processes, mutual gains, task-based voice and grievance procedures.

An ILO Symposium on Collective Bargaining in Industrialized Market Economy Countries (Geneva, 2-6 November 1987) Industrial relations in industrialized market economies are currently evolving in a particularly difficult context. Economic constraints, technological progress and changes, not only in the composition of the labor force but also in the attitudes of workers, have caused workers' and employers' organizations to take a fresh look at their role in the process of collective bargaining. A symposium convened by the ILO in November 1987 provided a forum in which participants from government, employer, worker and academic circles, together with observers from a number of international bodies, could exchange views on recent trends and problems in collective bargaining. Papers by the ILO highlighting significant issues and a selection of the documents submitted by the participants in English are contained in this volume.

Remarkably, the core element of labour relations?wage determination?has been excluded from the European social dialogue about harmonisation of working conditions and national systems of social security. The present study responds by analysing the prospects of building up structures of wage formation in Europe through a reevaluation of collective bargaining and collective agreements as they exist under the law of the most industrialized Member States. The impetus for the study is the widely debated crisis of the system of concluding regional collective agreements on wages. Social partners seem to have been trapped in fruitless conflicts on how the system must be reformed. It has become obvious that no party concerned employers, trade unions, the state has the capacity to resolve the growing difficulties of collective wage formation. In an introductory essay by the distinguished editors, this important study takes the situation in Germany, the most prominent manifestation of this European crisis, as its starting point. Then, academic experts from France, the United Kingdom, the Netherlands, and many other countries describe the problems in their own countries, detail approaches to dealing with them, and provide a critical commentary, including judgements and suggestions in relation to the German case. Then follows a reexamination of the situation in Germany in the light of the experiences of the other countries. A final chapter outlines some preliminary interpretations of European prospects. Salient issues investigated include the following: the erosion of such ideological and legal categories and concepts as 'dependend work', 'solidarity', 'subsidiarity' and 'social self-regulation' as preconditions of traditional collective bargaining structures at national level; the decreasing membership of the bargaining partners on both sides; the shrinking rate of employees covered by collective agreements; attempts to establish a national social pact; increasing competition on global markets; decentralizing management strategies, including the abandonment of collective bargaining; and, individualized employees. The authors examine the various state structures to determine if the legal and institutional developments of the different national systems of collective bargaining constitute starting points for mutual learning in order to meet the new challenges. This leads to a discussion of which practices are successful in their original environment, and how these practices might adapt to other systems in other countries.

Wage formation is a central element in economic growth and economic transformation. The point of departure of this book is the reciprocal nature of the relationship between the economy and the labor market. On one hand, technological and economic change cause changes in labor market institutions, but on the other hand the wage formation system is of utmost importance to the economic development. Thus, the focus of analysis is the relationship between long-term structural transformation of the economy and labor market institutions in Sweden during the nineteenth and twentieth centuries. From this perspective, the following topics are addressed: economic change and income distribution, regional wages and the wage differentials in industry, technology, institutions and wage structure, wage formation systems and labor market institutions, unemployment policy, vocational education, flexible working time. The authors are all senior researchers in economic history at Lund University.
Tripartism—the national-level interaction among representatives of labor, management, and government—occurs infrequently in the United States. Based on the U.S. experience, then, such interactions might seem irrelevant to economic performance and policymaking. The essays in this volume reveal the falsity of that assumption. Contributors from eight industrialized countries (Australia, Germany, Ireland, Italy, Japan, Korea, the Netherlands, and the United States) examine the changing nature of labor-management relations, with a particular focus on the role of tripartism and the decentralization of collective bargaining. Although nonexistent in the United States and on the decline in Japan and Australia, tripartism flourishes in Germany, Ireland, and the Netherlands, expanding beyond traditional corporatist partners to include women’s organizations, senior citizens, and other representatives of “civic society.” The vibrancy of the coordinating mechanisms that help shape employment conditions and labor policy contradicts the traditional belief that an overpowering unilateral decentralizing shift is underway in labor-management interactions. The contributors show that these mechanisms are in fact increasing in the face of intensified pressures, promoting greater flexibility in work organization and working time.


The new economics of labor demand and personnel is presented in this collection of 14 original essays. The main purpose of the volume is to bridge the existing knowledge application gap. Particular attention is paid to nonlinear labor demand dynamics and equilibrium models for job flows, search, and wage growth. At the end of each paper a comment by an expert reviewer is provided.

This comprehensive textbook provides an introduction to collective bargaining and labor relations with a focus on developments in the United States. It is appropriate for students, policy analysts, and labor relations professionals including unionists, managers, and neutrals. A three-tiered strategic choice framework unifies the text, and the authors’ thorough grounding in labor history and labor law assists students in learning the basics. In addition to traditional labor relations, the authors address emerging forms of collective representation and movements that address income inequality in novel ways. Harry C. Katz, Thomas A. Kochan, and Alexander J. S. Colvin provide numerous contemporary illustrations of business and union strategies. They consider the processes of contract negotiation and contract administration with frequent comparisons to nonunion practices and developments, and a full chapter is devoted to special aspects of the public sector. An Introduction to U.S. Collective Bargaining and Labor Relations has an international scope, covering labor rights issues associated with the global supply chain as well as the growing influence of NGOs and cross-national unionism. The authors also compare how labor relations systems in Germany, Japan, China, India, Brazil, and South Africa compare to practices in the United States. The textbook is supplemented by a website (ilr.cornell.edu/scheinman-institute) that features an extensive Instructor’s Manual with a test bank, PowerPoint chapter outlines, mock bargaining exercises, organizing cases, grievance cases, and classroom-ready current events materials.

Over the last fifty years in the United States, unions have been in deep decline, while income and wealth inequality have grown. In this timely work, editors Richard Bales and Charlotte Garden—with a roster of thirty-five leading labor scholars—analyze these trends and show how they are linked. Designed to appeal to those being introduced to the field as well as experts seeking new insights, this book demonstrates how federal labor law is failing today’s workers and disempowering unions: how union jobs pay better than nonunion jobs and help to increase the wages of even nonunion workers; and how, when union jobs vanish, the wage premium also vanishes. At the same time, the book offers a range of solutions, from the radical, such as a complete overhaul of federal labor law, to the incremental, including reforms that could be undertaken by federal agencies on their own.

In this new edition of Why Unions Matter, Michael D. Yates shows why unions still matter. Unions mean better pay, benefits, and working conditions for their members; they force employers to treat employees with dignity and respect; and at their best, they provide a way for workers to make society both more democratic and egalitarian. Yates uses simple language, clear data, and engaging examples to show why workers need unions, how unions are formed, how they operate, how collective bargaining works, the role of unions in politics, and what unions can do to bring workers together across the divides of race, gender, religion, and sexual orientation. The new edition not only updates the first, but also examines the record of the New Voice slate that took control of the AFL-CIO in 1995, the continuing decline in union membership and density, the Change to Win split in 2005, the growing importance of immigrant workers, the rise of worker centers, the impacts of and labor responses to globalization, and the need for labor to have an independent political voice. This is simply the best introduction to unions on the market.

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